



# Rochester Hills Minutes

## Administration and Information Services Committee

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*Jim Duistermars, Bob Grace, Barbara Holder, Brad Kinker, Pam Lee, Jane Leslie, Ashley McCormick, James Rosen, Camille Smith-Winberry, Gerard Verschueren, Jeff Wojcik*

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Tuesday, November 14, 2006

5:00 PM

1000 Rochester Hills Drive

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2006-0788

Review of Chapter 82, Personnel Ordinance Amendments

**Attachments:** Agenda Summary.pdf; Ordinance Amendment.pdf; First Reading Agenda Summary.pdf; First Reading Resolution.pdf

*Ms. Pam Lee, Human Resource Director provided an update regarding the amendments being presented to City Council for their review and vote. She highlighted the changes and noted the following:*

*\* The personnel ordinance is the vehicle that provides rights and benefit provisions for to non-union employees. One of the proposed changes is to take out the reference to administrative and managerial employees and replacing it with the general language of "full-time non-union employees.*

*\* The Personnel Board provisions are being updated to reflect changes in which employee representatives are appointed. It also provides the full-time non-union employees with a "just cause" status as opposed to "at will" status.*

*\* The provision for extending the probationary period has been updated.*

*\* More general language is being suggested to describe pension vesting which should allow pension plan amendments to be adopted to the Personnel Ordinance more concisely.*

*\* Any changes in the pension plan will come to council for approval in December.*

*\* Insurance coverages have been updated which includes reference to retirees as a group and provides for employee premium contributions.*

*\* A major area of change has to do with specific references to ICMA as the provider for the City's 457 Benefit Plan which will allow for competitive quotes in the future.*

*Chairperson Holder asked for clarification regarding Section 82-64, paragraph (b) Plan amendment that reads: "The pension plan may, from time to time, be modified or changed by a resolution duly adopted by the city council or by collective bargaining agreement." The Committee discussed the meaning of the word "or" and asked that Ms Lee provide more clarification when presenting the item to Council at the November 15 meeting. Ms. Lee agreed to provide more clarification.*

**Referred to the City Council Regular Meeting**